

**WAUNAKEE COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION HUMAN RESOURCES COMMITTEE MEETING.**

Tuesday, August 30, 2022

9:00 AM

Waunakee Community School District  
905 Bethel Circle  
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, and will be asked to check in with District personnel when you arrive.

Public comments will be limited to 3 minutes. The Board will allow 30 Minutes for public comments.

Public comments may be sent to Rebecca McDonough at [district\\_administrator@waunakee.k12.wi.us](mailto:district_administrator@waunakee.k12.wi.us) up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Emailed comments sent during any part of the board meeting (Board Development, Closed session, Open session) will be forwarded to the board but may or may not be reviewed by the board until after the board adjourns. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted in the lobby of the building, asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

**AGENDA**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. APPROVE AGENDA**

**IV. PUBLIC COMMENTS**

**V. DISCUSSION OF TECHNOLOGY DEPARTMENT STAFFING  
REDESIGN PLAN**

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In response to a combination of internal staffing decisions and external market pressures limiting hiring options, a redesign of the Technology Department staffing has been proposed. The administration is seeking to better serve the district's technology needs by eliminating two open technology assistant roles and replacing them with an additional computer technician.

**VI. DISCUSSION OF 22/23 INSURANCE AND WELLNESS ASSESSMENT  
ACTIONS TO COME BEFORE THE HR COMMITTEE AND BOARD.**

Review of the planned steps towards an insurance agreement that will cover the district after the current five-year agreement ends on June 30, 2023. Update about discussions the district has engaged in with SSM and Dean Insurance about improvements to the health assessment process for both individual employee health and for the district as an employer.

**VII. 22/23 STAFFING UPDATE AND POTENTIAL ACTIONS TO INCREASE APPLICANTS AND HIRES** **4**

Progress update of the certified and hourly hiring for the opening of the 22/23 school year. Current information will be shared at the meeting.

Review of data related to classified staff wages compared to area districts.

**VIII. DISCUSSION OF THE EXPIRED ADDENDUM LANGUAGE TO THE EMPLOYEE HANDBOOKS THAT OFFERED ADDITIONAL PAID LEAVE TO STAFF WHO HAD COVID-RELATED ABSENCES IN THE 21/22 SCHOOL YEAR.**

In the 21/22 school year, WCSD offered additional paid time off to staff that had to miss work for COVID-related absences, when their own banks were used up. This provision ceased when the 22/23 handbooks took effect on July 1, 2022.

In 20/21, special COVID leaves were mandated through December 31, 2020. WCSD extended all the provisions through the end of the school year voluntarily.

In 21/22, WCSD only offered COVID leave time when all of the provided paid leave was used prior.

**IX. ADJOURN**

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”

<b>Costs of Building Tech Assistant vs District Computer Technician</b>				
Tech Asst Wages / Health Insurance				
	\$25,803.00			
	\$7,618.00			
Computer Tech Wages / Health Insurance				
	\$56,000.00			
	\$7,618.00			
Difference between 2 Tech Asst vs 1 Computer Tech				
Wages		-\$4,394.00		
Health insurance		\$7,618.00		

<b>Classified Staff Wage Proposal 8.2022</b>		
Starting Wage Difference Dane County vs WCSD		
18%		
Estimated 22/23 Wages Classified Staff L2, L3, L4		
\$2,883,755.00		
Removing New Hire Step and increasing all (2.75%)		
\$79,303.00		